

# NJSA Law Day

March 14, 2023

This One-Day Conference is  
Designed to Provide Staffing  
Professionals and Management  
with the Latest Information on  
Legal, Legislative and  
Operational Issues



For Owners, Managers and Staff Engaged in Workforce and Compliance Issues



**NJSA**  
NEW JERSEY STAFFING ALLIANCE

Bridgewater Manor, 1251 US-206, Bridgewater, NJ 08807

# NJSA Law Day 2023

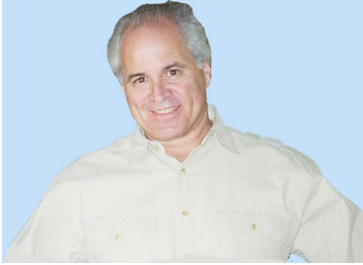
9:30 a.m. - 10:00 a.m.

## Registration

10:00 a.m. - 11:00 a.m.

## Temporary Workers' Bill of Rights - What You Need to Know

*Presented by Marc Freedman, Freedman & Friedland LLC*



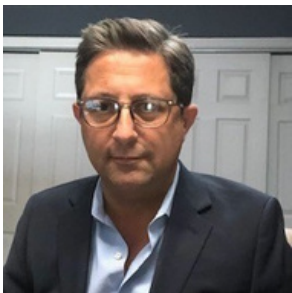
**Marc Freedman**

Marc will address the “Temporary Workers’ Bill of Rights” (A1474/S511) that was just signed by Governor Murphy on February 6, 2023, and which has significant implications on staffing firms that provide certain types of temporary help services in New Jersey. Marc will provide New Jersey staffing firms with guidance to help navigate the new law, as well as addressing some unresolved issues and practical considerations. Marc will also take the opportunity to address New Jersey’s long-standing Employment and Personnel Services Law and corresponding regulations that govern the registration and licensure of staffing firms conducting business in New Jersey overseen by the New Jersey Division of Consumer Affairs, including the correct classification for your business, the registration or licensing process and penalties for failure to register or become licensed.

11:00 a.m. - 12:00 p.m.

## How to Prevent Legal Pitfalls in Background Screening That You May Not Know About

*Presented by Fred Amicucci, DataScreening*



**Fred Amicucci**

The legal process in doing employment background checks for all companies can be a daunting task for any human resources team. For staffing companies, it gets even more complicated, especially with the ever changing laws in different states. In this session the following areas will be covered; previous background check mistakes that are still happening, the most common mistakes among staffing companies, and making sure you are compliant with the new background check laws.

Fred Amicucci has been with DataScreening for 10 years and currently serves as Vice President of Sales and Marketing. DataScreening is an accredited background screening company from the Professional Background Screening Association, PBSA. Fred is a member of the PBSA; SHRM; Society of Human Resource Management, ASA; American Staffing Association, NJSA; New Jersey Staffing Alliance, as well as currently serving on the Board of Directors for NJSA. He is also FCRA Advanced Certified (Fair Credit Reporting Act) through the PBSA as well as host of The Background Check Podcast.com.

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12:00 p.m. - 1:00 p.m.

Lunch

1:00 p.m. - 2:00 p.m.



**Quin Martin, Esq.**

## **The Legal Purple Haze: Cannabis in the Workplace & What NJ Staffing Firms Need to Know**

*Presented by Quin H. Martin, Esq., Of Counsel, Becker LLC*

In October 2022, President Biden issued a proclamation for full pardon of all simple marijuana federal convictions and encouraged state governors to pardon convictions at the state level. This did not alter the “zero tolerance” policy for use of Schedule 1 Drugs listed and tested for under the federal Controlled Substance Act but may have made murky the interaction of state and federal rules and how rules may be interpreted in the workplace.

During this session, Mr. Martin will take a look at how the federal ruling affects the laws in New Jersey leaving Staffing Companies “In a Purple Haze” and how it leaves important decision making “Up In Smoke.”

Quin Martin, Esq. is Of Counsel in the firm’s Business Services and Trucking and Logistics Group where he focuses on mergers, acquisitions and other commercial transactions. Mr. Martin has been involved in the Trucking and Logistics Industry since 2009, where he served as General Counsel and was responsible for monitoring Compliance, FMCSA and Risk Management, leading the direction of corporate, strategic and tactical initiatives.

Prior to joining Becker, Mr. Martin served as an Adjunct Professor at the University of Hawaii and Carlow University, and in the rank of Captain, served as General Counsel to Battalion Commanders on all legal subjects that arose. Mr. Martin taught preventative law classes to commanders and soldiers in the areas of domestic law, international law and treaties.

# NJSA Law Day 2023

2:00 p.m. - 2:45 p.m.



**Jason B. Klimpl, Esq.**

## **New York's Pay Transparency Laws – What do we need to know?**

*Presented by Jason B. Klimpl, Esq., Tannenbaum Helpert Syracuse & Hirschtritt LLP & New York Staffing Association General Counsel*

New York State and New York City, among other jurisdictions, have recently enacted so-called “salary transparency laws.” These laws generally require employers to include within job advertisements certain compensation information related to the position. Please join Jason B. Klimpl, Esq. (General Counsel, New York Staffing Association; and Partner, Tannenbaum Helpert) to learn about what these laws require and how they may impact your business, including:

- how the pay transparency laws apply to staffing firms and direct hire firms;
- the degree to which the laws might apply to New Jersey business operations; and
- what employers can do now to come into compliance and mitigate the effect of these laws.

During the session Jason will focus on providing owners and operators with straightforward, immediate, and practical advice relevant to their business and industry.

Jason B. Klimpl, Esq. is a partner in Tannenbaum Helpert Syracuse & Hirschtritt LLP's Employment, Staffing Law, and Corporate practice groups and General Counsel to the New York Staffing Association. Jason advises clients on a broad range of employment matters

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2:45 p.m. - 3:30 p.m.

## Internal Employee Incentive Plans

*Presented by Michael Napolitano, Citrin Cooperman & Michael Bartels, Becker LLC*

This session will discuss how to attract and maintain talent through the use of employment incentive plans including traditional compensation plans along with other options such as phantom stock plans.



**Michael Bartels**

As the Chief Development Officer at Becker LLC, Mike Bartels has 20+ years of experience in business development, networking and finance across a wide variety of markets in helping organizations reach their full potential by delivering superior results. Mike's primary focus is on creating and nurturing new, and existing relationships for the firm.

Mike works with the Firm's Executive Team in helping develop strategic initiatives, identify growth opportunities and generate value across all of Becker's service offerings.

Mike is an active member of the Firm's Staffing and Trucking & Logistic Teams. He attends numerous state and national industry trade associations and is a Board Member for The New Jersey Staffing Alliance. He has presented & moderated panels on a variety of industry related topics along with providing thought leadership for the various Staffing trade associations.



**Michael Napolitano**

Michael Napolitano is a partner at Citrin Cooperman Advisors, LLC, and Co Practice leader of the Firms staffing practice, and works with staffing firms in the areas of profit enhancement, budgeting, planning, mergers & acquisitions, compensation structuring, and state and local tax compliance. With over 165 staffing clients, Citrin Cooperman is one of the largest service providers of accounting, tax, audit and business advisory services to the staffing industry. Michael is a board member of the New Jersey Staffing Alliance and has presented at various staffing associations as it relates to mergers & acquisitions and other matters that affect the staffing industry. Citrin Cooperman is proud to be a member of the American Staffing Association, Staffing Industry Analysts, NJSA, NYSA, MAS, MASA, TempNet and CSP.

# NJSA Law Day 2023

## Registration Form:

Company Name: \_\_\_\_\_

Address: \_\_\_\_\_

Attendee #1 Name: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Attendee #2 Name: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Attendee #3 Name: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

## Registration Fees

NJSA Member - 1st Attendee from Company \$200

NJSA Member - Additional Attendees from Company \$180

Non-Member \$275

**Credit Card Payments:** Please visit [www.NJSA.com](http://www.NJSA.com) to register online and pay with a credit card.

**Check Payments:** Make checks payable to NJSA and mail to:

P.O. Box 518

Mount Laurel, NJ 08054

**Questions?** Call NJSA at 973-283-0072 or email [office@njsa.com](mailto:office@njsa.com)